

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

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LABOUR TURNOVER, SEPTEMBER, 1966

This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1966 and shows these results together with those obtained in similar surveys covering the month of September in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover, March, 1966", published on 26 September 1966, contained the results of a survey in March, 1966 together with the results obtained in similar surveys relating to the month of March in previous years.

2. In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group, and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The survey is based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than \$400 a week in wages. The survey excludes businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organisations which are exempt from pay-roll tax. In addition, the survey excludes rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

TABLE 1. - ENGAGEMENTS AND SEPARATIONS, SEPTEMBER
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Month of September in Year -	Manufacturing		Non-manufacturing		All Industries (a)		Manufacturing		Non-manu- facturing	All Industries (a)	
	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-Manual Workers	Manual Workers	Non-manual Workers (b)	Non-manual Workers	Manual Workers (c)	Non-manual Workers
ENGAGEMENTS	MALES						FEMALES				
	%	%	%	%	%	%	%	%	%	%	%
1957	4.4	1.6	6.0	2.5	5.0	2.2	5.3	3.2	4.6	5.5	4.3
1958	4.4	1.5	6.0	2.4	4.9	2.1	5.2	3.3	3.9	5.2	3.8
1959	5.2	1.9	6.8	2.5	5.8	2.3	7.5	3.9	4.2	7.2	4.1
1960	5.9	2.2	7.9	2.9	6.6	2.6	6.8	4.3	5.5	7.1	5.1
1961	4.0	1.1	5.6	1.8	4.6	1.6	7.2	2.3	4.0	7.0	3.6
1962	4.7	1.6	7.3	2.3	5.6	2.1	6.5	3.5	4.0	6.6	3.8
1963	5.1	1.5	6.4	2.3	5.6	2.0	6.5	3.4	4.3	6.6	4.1
1964	6.6	1.9	7.7	2.6	7.0	2.3	7.9	4.3	4.5	8.3	4.5
1965	6.6	1.5	8.8	2.9	7.4	2.4	7.5	4.2	5.2	8.0	5.0
1966	5.4	1.8	7.3	2.8	6.1	2.4	6.5	3.7	4.9	7.2	4.6
SEPARATIONS											
1957	3.9	1.5	5.3	2.0	4.4	1.8	4.7	3.2	4.0	4.7	3.8
1958	4.2	1.3	5.4	2.2	4.6	1.9	6.0	3.1	3.9	5.9	3.7
1959	4.6	1.7	6.1	2.0	5.1	1.9	5.5	3.6	4.2	5.5	4.0
1960	5.4	1.8	6.8	2.4	5.9	2.2	5.9	3.8	5.0	6.1	4.6
1961	4.7	1.5	5.7	2.1	5.0	1.9	5.6	2.9	3.7	5.6	3.5
1962	4.4	1.5	6.9	2.5	5.3	2.2	5.7	3.2	3.8	5.8	3.6
1963	4.9	1.5	5.8	2.5	5.2	2.1	5.3	3.3	4.2	5.6	4.0
1964	6.2	1.7	7.0	2.1	6.5	2.0	6.5	3.2	3.7	6.4	3.6
1965	6.6	1.8	8.0	2.5	7.2	2.2	6.5	4.2	4.3	6.9	4.3
1966	5.5	1.7	6.9	2.8	6.0	2.4	6.0	3.6	4.2	6.5	4.3

(a) See introductory text for note on industrial coverage.

(b) The number of employees in "female non-manual workers in manufacturing industry" is relatively small and consequently less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.

(c) Includes manual workers in "Non-manufacturing" for which separate estimates are not available.

TABLE 2. - ENGAGEMENT RATES FOR MANUAL WORKERS, BY INDUSTRY, SEPTEMBER
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	SEPTEMBER					
	1961	1962	1963	1964	1965	1966
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	4.0	4.6	5.0	7.2	6.5	5.0
(i) Engineering (a)	4.1	4.6	4.8	7.6	6.9	5.0
(ii) Vehicles (b)	3.8	4.9	6.0	5.8	5.3	5.0
Textiles and clothing	4.6	3.5	4.1	5.2	6.4	3.4
Food, drink and tobacco (c)	6.2	5.8	6.9	8.1	7.7	7.8
Furniture, sawmilling and woodworking	4.9	4.8	6.6	7.0	7.2	6.8
Paper and printing	1.8	3.1	1.9	2.8	3.9	3.7
Other manufacturing	2.5	4.8	4.9	5.9	6.8	5.5
(i) Chemicals and oil refining	2.3	3.1	3.5	4.5	4.5	4.2
(ii) Other	2.6	5.4	5.7	6.5	7.8	6.0
All manufacturing	4.0	4.7	5.1	6.6	6.6	5.4
<u>Non-manufacturing -</u>						
Mining	3.1	2.9	4.2	3.5	3.9	4.2
Building and construction	8.8	11.3	11.5	13.8	14.4	11.5
Road transport	4.2	5.0	5.0	6.9	7.4	5.6
Wholesale and retail trade	4.3	7.7	4.4	5.4	6.6	5.8
Other non-manufacturing (d)	6.0	5.4	5.9	6.6	7.9	7.0
All Non-manufacturing	5.6	7.3	6.4	7.7	8.8	7.3
All Industries (e)	4.6	5.6	5.6	7.0	7.4	6.1
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	9.6	7.6	7.4	10.4	7.9	6.5
Textiles	6.7	3.8	5.5	6.7	6.1	5.0
Clothing	4.8	6.2	5.8	5.3	5.5	5.2
Food, drink and tobacco (c)	11.9	8.6	8.8	12.5	14.3	10.2
Paper and printing	4.3	7.0	5.2	6.3	9.0	7.3
Chemicals and oil refining	7.0	6.0	4.7	8.4	6.8	6.6
All Manufacturing (f)	7.2	6.5	6.5	7.9	7.5	6.5
All Industries (e)(g)	7.0	6.6	6.6	8.3	8.0	7.2

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
- (b) Vehicles, aircraft and ships. Includes assembly and repairs.
- (c) The "Food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another.
- (d) Rail and air transport, finance and property, amusements (excl. motion pictures), hotels and other accommodation, cafes, personal services, etc.
- (e) See paragraph 5 for note on industrial coverage.
- (f) Includes certain industry groups not specified above for which separate estimates are not available.
- (g) Includes "Non-manufacturing" for which separate estimates are not available.

TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY, SEPTEMBER

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	SEPTEMBER					
	1961	1962	1963	1964	1965	1966
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	6.2	4.5	5.2	6.8	6.6	5.5
(i) Engineering (a)	3.5	4.5	5.0	7.0	6.6	5.3
(ii) Vehicles (b)	17.6	4.4	5.9	6.2	6.7	6.1
Textiles and clothing	2.6	3.7	4.0	5.0	6.4	3.5
Food, drink and tobacco (c)	6.1	4.2	5.5	7.1	7.7	7.3
Furniture, sawmilling and woodworking	3.4	5.6	5.3	6.4	6.7	7.0
Paper and printing	2.2	2.8	2.3	2.8	3.4	3.1
Other manufacturing	2.6	4.5	4.4	5.5	7.4	4.8
(i) Chemicals and oil refining	2.1	3.5	3.6	4.1	4.9	3.2
(ii) Other	2.8	4.9	5.0	6.0	8.3	5.6
All Manufacturing	4.7	4.4	4.9	6.2	6.6	5.5
<u>Non-manufacturing -</u>						
Mining	3.7	5.6	3.2	4.3	3.3	3.6
Building and construction	11.3	11.7	10.8	13.0	13.4	11.6
Road transport	4.1	4.3	5.1	6.0	6.3	5.4
Wholesale and retail trade	3.5	6.1	4.1	4.4	6.6	5.4
Other non-manufacturing (d)	4.4	4.1	4.8	6.0	6.6	5.8
All Non-manufacturing	5.7	6.9	5.8	7.0	8.0	6.9
All Industries (e)	5.0	5.3	5.2	6.5	7.2	6.0
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	6.5	6.4	5.7	8.5	6.3	6.0
Textiles	2.9	4.7	4.3	4.7	6.1	4.6
Clothing	4.0	4.9	4.9	5.1	5.2	5.2
Food, drink and tobacco (c)	11.0	7.0	7.8	9.7	12.5	9.8
Paper and printing	4.6	5.1	5.4	5.8	6.5	6.0
Chemicals and oil refining	3.5	6.3	3.8	5.0	4.4	4.5
All Manufacturing (f)	5.6	5.7	5.3	6.5	6.5	6.0
All Industries (e)(g)	5.6	5.8	5.6	6.4	6.9	6.5

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.

(b) Vehicles, aircraft and ships. Includes assembly and repairs.

(c) See footnote (c), Table 2.

(d) See footnote (d), Table 2.

(e) See paragraph 5 for note on industrial coverage.

(f) Includes certain industry groups not specified above for which separate estimates are not available.

(g) Includes "Non-manufacturing" for which separate estimates are not available.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS,
SEPTEMBER, 1965 AND SEPTEMBER, 1966
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

- NOTE:-** D - Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.
- R - Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
- L - Left : Employment terminated on the employee's initiative. Excludes employees on strike.
- O - Other : Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces, and similar reasons.

Industry Group	September 1965					September, 1966				
	D	R	L	O	Total	D	R	L	O	Total
MALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.9	0.5	5.1	0.1	6.6	0.6	1.0	3.8	0.1	5.5
(i) Engineering (a)	0.9	0.3	5.3	0.1	6.6	0.5	0.9	3.8	0.1	5.3
(ii) Vehicles (b)	0.8	1.2	4.6	0.1	6.7	0.8	2.0	3.2	0.1	6.1
Textiles and clothing	0.8	0.1	5.4	0.1	6.4	0.4	0.4	2.6	0.1	3.5
Food, drink and tobacco (c)	1.0	2.0	4.6	0.1	7.7	0.5	2.5	4.2	0.1	7.3
Furniture, sawmilling, woodworking	0.7	0.6	5.3	0.1	6.7	0.9	1.0	5.0	0.1	7.0
Paper and printing	0.5	0.1	2.4	0.4	3.4	0.4	0.2	2.4	0.1	3.1
Other manufacturing	1.0	0.4	5.9	0.1	7.4	0.5	0.5	3.6	0.2	4.8
(i) Chemicals and oil refining	0.6	0.2	3.9	0.2	4.9	0.3	0.3	2.5	0.1	3.2
(ii) Other	1.1	0.4	6.7	0.1	8.3	0.7	0.6	4.1	0.2	5.6
All Manufacturing	0.8	0.7	5.0	0.1	6.6	0.6	1.1	3.7	0.1	5.5
<u>Non-manufacturing -</u>										
Mining	0.2	..	3.0	0.1	3.3	0.3	0.3	2.8	0.2	3.6
Building and construction	2.2	2.8	8.3	0.1	13.4	2.1	3.5	5.9	0.1	11.6
Road transport	0.8	0.5	4.8	0.2	6.3	1.0	0.7	3.6	0.1	5.4
Wholesale and retail trade	1.1	0.7	4.7	0.1	6.6	0.8	0.4	4.1	0.1	5.4
Other non-manufacturing (d)	1.1	1.0	4.3	0.2	6.6	1.1	0.8	3.8	0.1	5.8
All Non-manufacturing	1.3	1.2	5.4	0.1	8.0	1.1	1.3	4.4	0.1	6.9
All Industries (e)	1.0	0.9	5.2	0.1	7.2	0.8	1.1	4.0	0.1	6.0

FEMALES

	%	%	%	%	%	%	%	%	%	%
<u>Manufacturing -</u>										
Engineering and vehicles	0.5	0.6	5.1	0.1	6.3	0.7	0.6	4.6	0.1	6.0
Textiles	0.9	0.3	4.7	0.2	6.1	0.4	0.4	3.7	0.1	4.6
Clothing	0.4	0.3	4.2	0.3	5.2	1.0	0.4	3.7	0.1	5.2
Food, drink and tobacco (c)	1.4	3.7	7.3	0.1	12.5	1.1	3.8	4.8	0.1	9.8
Paper and printing	0.5	0.3	5.7	..	6.5	0.6	0.2	5.1	0.1	6.0
Chemicals and oil refining	0.3	0.3	3.8	..	4.4	0.1	0.5	3.8	0.1	4.5
All Manufacturing (f)	0.6	0.8	4.9	0.2	6.5	0.7	0.9	4.3	0.1	6.0
All Industries (e)(g)	0.7	0.8	5.2	0.2	6.9	0.9	0.9	4.6	0.1	6.5

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See footnote (c), Table 2. (d) See footnote (d), Table 2. (e) See paragraph 5 for note on industrial coverage. (f) Includes certain industry groups not specified above for which separate estimates are not available. (g) Includes "Non-manufacturing" for which separate estimates are not available.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS,
SEPTEMBER, 1965 AND SEPTEMBER, 1966
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

NOTE: - D - Dismissed: Employment terminated on the employer's initiative for disciplinary or similar reasons.
R - Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
I - Left: Employment terminated on the employee's initiative. Excludes employees on strike.
O - Other: Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces, and similar reasons.

Industry Group	September 1965					September, 1966				
	D	R	I	O	Total	D	R	I	O	Total
MALES										
Manufacturing -										
Engineering and vehicles	0.9	0.5	5.1	0.1	6.6	0.6	1.0	3.8	0.1	5.5
(i) Engineering (a)	0.9	0.3	5.3	0.1	6.6	0.5	0.9	3.8	0.1	5.3
(ii) Vehicles (b)	0.8	1.2	4.6	0.1	6.7	0.8	2.0	3.2	0.1	6.1
Textiles and clothing	0.8	0.1	5.4	0.1	6.4	0.4	0.4	2.6	0.1	3.5
Food, drink and tobacco (c)	1.0	2.0	4.6	0.1	7.7	0.5	2.5	4.2	0.1	7.3
Furniture, sawmilling, woodworking	0.7	0.6	5.3	0.1	6.7	0.9	1.0	5.0	0.1	7.0
Paper and printing	0.5	0.1	5.4	0.4	6.4	0.4	0.2	2.4	0.1	3.1
Other manufacturing	1.0	0.4	5.9	0.1	7.4	0.5	0.5	3.6	0.2	4.8
(i) Chemicals and oil refining	0.6	0.2	3.9	0.2	4.9	0.3	0.3	2.5	0.1	3.2
(ii) Other	1.1	0.4	6.7	0.1	8.3	0.7	0.6	4.1	0.2	5.6
All Manufacturing	0.8	0.7	5.0	0.1	6.6	0.6	1.1	3.7	0.1	5.5
Non-manufacturing -										
Mining	0.2		3.0	0.1	3.3	0.3	0.3	2.8	0.2	3.6
Building and construction	0.2		8.3	0.1	8.6	2.1	3.5	5.9	0.1	11.6
Road transport	0.8		4.8	0.2	5.8	1.0	0.7	3.6	0.1	5.4
Wholesale and retail trade	0.7		4.7	0.1	4.8	0.8	0.4	4.1	0.1	5.4
Other non-manufacturing (d)	1.1	1.0	4.3	0.2	6.6	1.1	0.8	3.8	0.1	5.8
All Non-manufacturing	1.3	1.2	5.4	0.1	8.0	1.1	1.3	4.4	0.1	6.9
All Industries (e)	1.0	0.9	5.2	0.1	7.2	0.8	1.1	4.0	0.1	6.0



FEMALES										
Manufacturing -										
Engineering and vehicles	0.5	0.6	5.1	0.1	6.3	0.7	0.6	4.6	0.1	6.0
Textiles	0.9	0.3	4.7	0.2	6.1	0.4	0.4	3.7	0.1	4.6
Clothing	0.4	0.3	4.2	0.3	5.2	1.0	0.4	3.7	0.1	5.2
Food, drink and tobacco (c)	1.4	3.7	7.3	0.1	12.5	1.1	3.8	4.8	0.1	9.8
Paper and printing	0.5	0.3	5.7	..	6.5	0.6	0.5	5.1	0.1	6.0
Chemicals and oil refining	0.3	0.3	3.8	..	4.4	0.1	0.5	3.8	0.1	4.5
All Manufacturing (f)	0.6	0.8	4.9	0.2	6.5	0.7	0.9	4.3	0.1	6.0
All Industries (e) (g)	0.7	0.8	5.2	0.2	6.9	0.9	0.9	4.6	0.1	6.5

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
(b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See footnote (a).
(c) Textiles, clothing, food, drink and tobacco. (d) See footnote (a).
(d) See footnote (a). (e) See paragraph 5 for note on industrial coverage. (f) Includes certain industry groups not specified above for which separate estimates are not available. (g) Includes "Non-manufacturing" for which separate estimates are not available.